

UNIVERSITY *of* MISSOURI

NUCLEAR SCIENCE & ENGINEERING INSTITUTE

January 10, 2013

Dr. Brady Deaton, Chancellor
University of Missouri
105 Jesse Hall
DeatonB@missouri.edu
(573) 882-3387

Dear Chancellor Deaton,

We have appreciated Provost Brian Foster's recent efforts to broker a solution to the NSEI issue that would be acceptable to us, and we do wish to work with him in all sincerity. We believe Provost Foster understands the need for us, as the Nuclear Science and Engineering Faculty and the recognized nuclear engineering subject experts at MU, to be the ones defining (or controlling) any NE curriculum on the MU campus. He also appears to recognize that we have a nationally/internationally recognized program, that we encompass a valuable accredited professional medical physics degree that must be protected, and that the brand name "NSEI" should be preserved.

It is also clear to us that Dr. George Justice, the Dean of the Graduate School in which the NSEI is currently housed, and the apparently self-appointed "interim director of NSEI," has been working consistently behind our backs against us and our interests. This has become even more apparent now than it was previously as his conduct has been exposed via release of his e-mail communications (ref. George-Justice emails, 1-1-2012 to 3-12-2012, released to the Columbia Tribune under the Missouri Sunshine Law). We cannot be a part of a new NE program such as that being proposed by the Dean of Engineering which would involve 15-25 or so faculty, selected by the Engineering Dean, who are not necessarily even nuclear engineering subject experts but who are claimed by the Engineering Dean to be "interested in nuclear engineering," and who would define anew for the proposed College of Engineering program a new curriculum and "emphasis areas" in nuclear engineering. If we were to join in this plan, then we and our subject matter expertise would be overwhelmed by those who have **not** been engaged in any substantial way in nuclear engineering education/research. This would clearly undermine the fundamental principles dictating the "faculty's primary and direct authority on curriculum" as enshrined in the University's Collected Rules and Regulations (CRR). Dean Thompson with assistance from George Justice is seeking (using the Graduate Dean's influence with the Graduate Faculty Senate) to effect his NE agenda by making an end run around the CRR. We believe from our discussions that the Provost currently retains well deserved reservations about this entire affair.

You may or may not have seen some documents that show that the need for the new Engineering proposed "emphasis areas" is identified to be "fee paying graduate students from China." While we all welcome international students as a valued part of the MU community, we are opposed to diluting our program's standards simply to increase admissions and we are especially opposed to this dilution



when it is accompanied, as it is in this case, by the university compromising opportunities for US students (including those recruited from Missouri) as provided for by the US Department of Education's GAANN program (the recently awarded GAANN proposals from the Department of Education were very specific in terms of curricula, student mentoring, faculty involved, history of NSEI, facilities, 3-5 year commitments to students, learning environment, teaching and research opportunities, etc). In our view this represents a lack of good faith on the part of Dean Justice with us, the state, our students and alumni, the nuclear engineering community, and with the Department of Education (considering that Dr. Justice & the administration approved the submissions of these proposals in Jan. 2012 and agreed to provide matching funds, all the while simultaneously and intentionally engaging in secret discussions and actions designed to dismantle the NSEI). We note that the University's acceptance of these GAANN grants commits the University to meeting the terms of the grants as detailed in the approved proposals, but that now we, as the Faculty of NSEI, are being directly obstructed by Dean Justice and the administration from our contributing to the meeting of the GAANN commitments.

Dr. Justice's apparent lack of understanding or simple disregard of the academic standards and processes that he is charged to uphold and his apparent lack of appreciation for the details pertaining to, and the importance of, the degrees currently offered through the School over which he has been placed as Dean is of great concern to us as the Faculty housed in that School. He has consistently exhibited a failure to understand that the NSEI oversees three specific areas of nuclear engineering specialization (power, health physics and medical physics) each of which is represented by a specific nuclear engineering degree; Nuclear Engineering, Nuclear Engineering (Health Physics), and Nuclear Engineering (Medical Physics). Each of these areas share a core curriculum which gives our students the widely recognized credentials to be called nuclear engineers. He also fails to understand the fundamental principles of the CAMPEP accreditation of the Nuclear Engineering (Medical Physics) degree. Due to this lack of understanding, one of the conditions for accreditation, continuous enrollment, has been unilaterally shut down by Dr. Justice. This goes against the commitments made by the university to students, CAMPEP, and those involved in the degree program.

In our view, the Justice e-mails show beyond a shadow of doubt that here have been violations of shared governance (unilateral actions that have created conflict and confusion, absence of trust, absence of transparency, and lack of timeliness). There is an acknowledgement in the e-mails that commitments given to faculty in the NSEI founding document prepared by Chancellor Richard Wallace (re. application of CRR 320.150) were deliberately not being followed. This was all intentionally done in secret with the involvement of only a few administrators and media managers. Untrue statements were made to news media, including to the principal nuclear engineering trade journal *Nuclear News*, that the NSEI faculty had been involved in the discussions. There was apparently no thought given during the entire process to the welfare of any impacted constituencies (students, faculty, alumni, state and federal governments, and grants and contracts). In our view, while there were several who participated in or were aware of these objectionable secret actions and attempts to circumvent the CRR, the person most responsible for these was Dr. Justice. While the actions of all involved have been very distressing to all of the affected constituencies, Dr. Justice's role in this matter has been even more distressing given his prominent position as the Dean of the Graduate School and his supervisory status over the NSEI. His actions against NSEI in March 2012, and his continued intransigence since, have led to the creation of a highly toxic and hostile work environment in the NSEI. The oppressive and destructive atmosphere that has been created in the NSEI has been very stressful to the Faculty, students, staff, and alumni of the NSEI to the point that it appears to be seriously impacting the very health of some individuals. As such, we can no longer

stand by and simply talk about issues when, in our opinion, the stressful atmosphere is adversely affecting the physical health of our community in very serious ways.

As the Faculty of the Graduate School, we have all completely lost all confidence in Dean George Justice. This is our vote of **no-confidence** in him and we are requesting his removal from the office at the earliest possible time. His violations of the CRR and good accepted administrative practices are calculated and flagrant, and have been very damaging to the University community, the state, NSEI students and alumni, and to the Faculty of the Graduate School. To us as the Faculty of the Graduate School, the damage has been extreme and has impacted us both personally and professionally.

Sincerely,

Sudarshan K. Loyalka, Curators' Professor of Nuclear Engineering, NSEI
Mark A. Prelas, Professor of Nuclear Engineering, NSEI
Robert V. Thompson, Jr., Professor of Nuclear Engineering, NSEI

cc:

Harry W. Tyrer, Chair MU Faculty Council
Tushar K. Ghosh, Professor of Nuclear Engineering, NSEI